

## **KDE Mission-Driven Plan on a Page**

Vision: Each and every student empowered and equipped to pursue a successful future.

Mission: Partner with districts, schools, families, students, business and industry and communities to provide leadership and support to ensure success for each and every student.

Values: Equity, Achievement, Collaboration, and Integrity

Strategic priorities and the results associated with each priority make the vision and mission actionable. KDE's strategic priorities and their expected results are:

1. Student Success: Students demonstrate improved performance on multiple measures
2. Strategic Partnerships: Key stakeholders work collaboratively to improve outcomes for students and the community
3. Operational Excellence: KDE processes maintain excellence, ensure quality and strive for continued improvement

KDE has nine strategic objectives that fall into four perspectives. The perspectives are agency capacity, internal processes, resource effectiveness and customer/stakeholder. The work done to improve agency capacity drives the work to improve internal processes, internal processes lead to improved resource effectiveness, and resource effectiveness drives improved outcomes in the customer/stakeholder perspective. Each strategic objective in the four perspectives drives the next, creating a value chain.

The strategic objectives in the agency capacity perspective are:

- Maintain effective leadership
- Cultivate quality of skills and expertise

The measures and targets for the agency capacity perspective are:

- Employee satisfaction
- Leadership effectiveness
- Both will baseline in December of 2018

The initiative for the agency capacity perspective is staff development.

The strategic objectives in the internal process perspective are:

- Improve internal/external communication
- Promote systematic operations

The measures and targets for the internal process perspective are:

- Growth in the Strategic Management Maturity Model
- Growth in the communication metric aggregated from satisfaction surveys
- Both will baseline in December of 2018

The initiatives for the internal process perspective are:

- Implement Strategic Management Maturity Model

- Implement agency communication plan
- New School Report Card

The strategic objectives in the resource effectiveness perspective are:

- Effective use of partnerships
- Improve support services
- Effective use of resources

The measures and targets for the resource effectiveness perspective are:

- Strategic Management Maturity Model growth (will baseline in December of 2018)
- Partnership engagement (will baseline in February of 2019)
- Customer satisfaction (will baseline in December of 2018)

The initiatives for the resource effectiveness perspective are:

- Implement partnership engagement process
- Implement Strategic Management Maturity Model

The strategic objectives in the customer/stakeholder perspective are:

- Improve district and school operations
- Improve student outcomes

The measures and targets for in the customer/stakeholder perspective are:

- Increase K PREP proficiency rates for all students. Grade 3 reading will increase from 55.8% to 57.5%. Grade 3 math will increase from 50.9% to 52.8%. Grade 5 reading will increase from 57.3% to 59%. Grade 5 math will increase from 48.6% to 50.6%. Grade 8 reading will increase from 57.1% to 58.8%. Grade 8 math will increase from 48.7% to 50.7%. Results will be reported in December of 2018.
- Decrease gap between non-FRPL and FRPL students. Grade 3 reading and math gaps will decrease from 24.9% to 24%. Grade 5 reading gap will decrease from 25.9% to 24.9%. Grade 5 math gap will decrease from 26.7% to 25.6%. Grade 8 reading gap will decrease from 26.9% to 25.8%. Grade 8 math gap will decrease from 27.5% to 26.4%. Results will be reported in December of 2018.
- High School transition ready rate will baseline in the fall of 2019.
- Decrease findings in annual district financial audits by 2%, from 2,182 to 2,138 by June 2019.

The initiatives for the customer and stakeholder perspective are:

- Early Literacy/Early Numeracy
- School and District Improvement
- Standards Revision
- Career Pathways
- District Financial Competency